

## **Havre Area JSEC Minutes for 06/09/10**

Attending: Bev Hagen – Havre Job Service, Carol Lamey – Havre Job Service, Cathy Jamruszka – MSU Northern Agriculture Research Center, Sylvia Murray – Murrays' Genealogy Services, Jess Lohse – Bear Paw Lumber, Lori Evans – Hill County Electric/Triangle Communications, Darrel Hannum – District IV HRDC Employment & Training Program, Kathy Jaynes – MSU Northern, Carol Bachini-Wood – C & C Excavation.

### **What's New at Job Service**

**Carol**

1. Our budget changed & we lost our temps statewide in the Job Service offices. Richard Hanley took a job at HRDC Employment & Training. The budget is done using 2-year projections and the state is trying to be proactive. There is currently a state hiring freeze. Job Service is completely federally funded and they receive no general fund money so the projections used for federal funding is a little behind the US trend.
2. Our office has had more contacts regarding the issue of medical marijuana. In MT laws have not been challenged so that makes community intervention difficult. Carol Lamey said she will email out the website to check out the actual information to our employer email lists. Employers are limited as to who/why they can drug test. Her recommendation is to absolutely focus on the employee's behavior and not the issue of them having a prescription to use marijuana. For example, deal with the issue of being late or the safety of operating equipment with no reference to their prescribed medication. She reminded employers that employees cannot sign away a legal right even if it is in a policy manual. The law in MT is very strict. Lori Evans reminded us that the situation may not be ADA (Americans with Disability Act) but the condition may qualify as ADA covered. Carol suggested to address the behavior & make accommodations as necessary & as possible. Carol Bachini-Wood shared that their policy manual states their employees will have pre-employment drug testing, random & post accident. Lori Evans said that Jim Nys will be addressing this issue at his NFIB workshop coming in July in Havre. Carol Lamey read the paragraph from the state policy.

### **Treasurer's Report**

**Sylvia**

1. Sylvia reported that the balance in checking is \$1,302.83.
2. Balance in savings is \$25.14.

### **2010 Innovation in Business Conference**

**Carol**

1. This annual conference was held May 18 & 19 in Billings. Carol Lamey said the speakers were great and the attendance was pretty good. Both of the baskets we had representing our area (BNSF & MSU Northern) were good items & went well.
2. Carol said the MSEC is looking at possibly doing this conference every other year instead of annually. They will be deciding in July or August & will let us know.
3. Sylvia is now the Region 3 Representative and will be trying to get to all JSEC meetings in that area.

### **Possible workshops & those already coming to area**

**Bev**

1. ABC Clinic June 24 in Havre at MSU Northern
2. Jim Nys NFIB July 7 in Havre at Northern Montana Hospital
3. Steve Beck – Customer Service coming to HRDC in September
4. Notary training September 21 in Havre at Hill County Detention Center (Registration opens August 21)

## **Work Force Comments, Concerns & Open Forum**

**All**

1. Sylvia Murray, Murrays' Genealogy Services, shared that at the end of July she will be at BYU to speak on 3 different topics to an audience of about 1,000 people. She also shared with the group that she will be a Great Grandma soon.
2. Lori Evans, Hill County Electric/Triangle Communications, said they are gearing up for construction season. They have a Right of Way Agent position open right now and that is a key position to competing operations currently under way. They anticipate having many more openings down the line soon. They are staying busy.
3. Kathy Jaynes, MSU Northern, said they are very busy. She shared that they have now had almost a complete turnover in leadership. The Registrar of many years, Steve Jamruszka, is retiring and a replacement has been hired. They have replaced the Provost (Joe Callahan) & nine personnel have retired this year, most of them long term employees with lots of experience. They are working at getting positions filled a little at a time and are looking forward to fall. Enrollment is holding steady so far. The Board of Regents recently met in Havre and became a little more familiar with the area. The famous "Prayer" story has remained very politically charged. This is regarding a prayer given at MSU Northern's graduation ceremony this spring and the ACLU became involved. ACLU has contacted MSU Northern and the issue is still open.
4. Jess Lohse, Bear Paw Lumber, said they have had a bookkeeper gone on medical leave so they have had to replace her for the time she is gone. They also have one opening for a truss builder (seasonal). He said their walk-in trade is really busy but the cold & wet has kept lots of people from starting their own building projects. He hopes the weather will be nice now so that business will pick up as well.
5. Carol Bachini-Wood, C & C Excavation, said they are waiting on the weather. The oil/gas exploration isn't good in this area right now but the rest of their contract business is ready to go when the weather decides to clear up.
6. Darrel Hannum, District IV HRDC Employment & Training, said the Summer Youth program is going strong for 16-18 year-olds in families of 70% poverty. He reminded those in attendance that if the family qualifies for TANF they will qualify for summer youth.
7. Cathy Jamruszka, MSU Northern Agriculture Research Center, shared that the Agronomy crew is hired for the summer and working already. They had cold weather during branding and it was rainy & muddy. They will be moving into their new building in September.

## **Next meeting**

**JSEC – August 11, 2010 at 11 am**